

# Powder Basin Watershed Council

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## Job Vacancy Announcement Watershed Restoration Coordinator

**Description:** The Powder Basin Watershed Council (PBWC) in Baker City, Oregon, seeks a full-time Watershed Restoration Coordinator to work with enthusiastic and experienced PBWC and partner organization staff to develop, plan, implement, and monitor ecosystem restoration projects in the Powder Basin of northeastern Oregon. Partner organizations include the Wallowa Whitman National Forest, Oregon Department of Fish and Wildlife, Oregon Department of Environmental Quality, Idaho Power Company, Baker Resources Coalition, Baker Sage-grouse Local Implementation Team, numerous private landowners and others. The Powder Basin is located within a diverse array of northeastern Oregon ecosystems ranging from the Snake River (Hells Canyon) to the nearly 10,000-foot peaks of the Wallowa Mountains with vast coniferous forest and sagebrush ecosystems in between. The PBWC's current focus includes watershed restoration opportunities for beaver restoration, aquatic habitat/floodplain restoration, fish passage remediation, irrigation system modernization, and mesic habitat uplift for sage-grouse in priority geographies throughout our nearly 2-million-acre operating area.

**Position Details:** This is a full-time (40 hr/wk), year-round, non-exempt (hourly) position. Salary for this position ranges from \$25-30/ hour, depending on experience, and includes 8 hours per month of sick and vacation leave each, a healthcare stipend of \$600/month and 12 paid holidays per year. The position will require the use of a personal vehicle, with expenses for work-related travel reimbursed at the state rate (\$.70/mile for 2025). **The position is open until filled.**

**To apply:** Email a single PDF file (titled with your last name) to Madison Di Lorenzo at [pbwced@pbwsc.org](mailto:pbwced@pbwsc.org) with the elements listed below:

- Cover Letter highlighting your relevant experience, no longer than 1.5 page/s
- Resume
- Contact information for 3 references (one reference needs to be a recent supervisor)
- Unofficial copies of your most recent college transcripts.

**For more information, or if you have questions,** please contact Madison Di Lorenzo at (541) 523-7288 or [pbwced@pbwsc.org](mailto:pbwced@pbwsc.org)







# Position Description

## **Introduction**

The Powder Basin Watershed Council (PBWC) is a 501(c)(3) nonprofit organization whose mission is to “Facilitate community-supported restoration and maintenance of the streams, rivers and lakes in our watersheds.” The Council advocates for quality watershed management among landowners in Baker, Southern Union, and Northern Malheur Counties by promoting a holistic approach engaging a diverse group of interested stakeholders for the purposes of ecological restoration, water quality monitoring, watershed planning, and educational programming.

## **Position Summary**

The primary focus of this position over the first 1-2 years will be community engagement to create restoration project opportunities within several PBWC priority geographies and developing (funding, design and permitting) implementation-ready restoration projects. Priority engagement geographies include the “Fish the Powder Initiative” restoration area, the “Engagement Phase II” restoration area, and priority mesic habitat restoration areas for Greater sage-grouse. The “Fish the Powder Initiative” is a community driven effort undertaken by the PBWC to improve aquatic habitat and fishing opportunities throughout the Powder River from Mason Dam to Hughes Lane in Baker City. The “Engagement Phase II” project continues our efforts to engage rural communities within the Powder, Burnt, and Brownlee subbasins to develop projects for improving irrigation efficiency, improving fish passage/screening, and improving watershed function through beaver restoration/coexistence efforts. Mesic habitat restoration includes coordinating with the Baker County Sage-grouse Local Implementation Team and the PBWC’s Sage-grouse coordinator to improve late brood rearing habitat for Greater sage-grouse in sage-brush steppe ecosystems. Strong interpersonal relationship skills and understanding of the rural culture of northeastern Oregon is paramount. In addition, similar work will be assigned throughout the PBWC’s geographic scope. During the summer field season, there will be opportunities to participate in water quality monitoring, beaver distribution/occupancy monitoring, and hands-on restoration project implementation including low-tech process-based restoration (beaver dam analogs), stream channel/floodplain restoration, irrigation system modernization, and aquatic organism passage remediation. As developed project opportunities created through engagement efforts move to implementation, the individual in this position will be responsible for overall project management. At the PBWC we take an integrated teamwork approach of combining our collective talents and skills to accomplish our mission while providing for on-the-job learning/training.

## **Duties and Responsibilities**

- Build collaborative and diplomatic relationships with landowners, funding entities, local/state/federal agencies and other organizations to accomplish watershed restoration objectives.
- Develop and oversee project work plans, timelines, budgets, contracting, permitting, implementation, and deliverables for restoration projects.
- Coordinate work plans with project teams, including landowners, technical specialists, subcontractors, volunteers and agency partners.
- Identify funding sources and develop relationships with funding partners.
- Perform effective and efficient preparation of grant applications and proposals.
- Implement all aspects of grant management including liaison with grant managers, budget tracking, reporting and implementation monitoring.

- Recruit, hire, train, and supervise seasonal crew staff engaged in watershed restoration activities.
- Oversee and supervise student interns, youth crews, and contractors when they are assisting on restoration projects.
- Represent the PBWC to landowners, partners, public agencies and other parties.
- Provide presentations about watershed restoration and PBWC projects to partners, funders, and the public.

### **Minimum Skills and Qualifications**

- Bachelor's degree or equivalent training in a related field (such as environmental sciences, water resources, planning or related natural resources management field), plus one year of related work experience.
- Ability to effectively manage and coordinate a multi-organizational project.
- Excellent writing, presentation, and public relation skills.
- Working knowledge of watershed issues pertinent to Eastern Oregon and the Powder Basin.
- Ability to independently prioritize work tasks to successfully accomplish programmatic goals. (i.e., accomplish required work assignments within assigned deadlines with quality and precision).
- Proficiency in the use of MS Word, Excel and PowerPoint, and ability to learn necessary new computer applications.
- Understanding of mapping programs such as Avenza Maps, OnX, and ArcGIS and their use in watershed restoration/planning.
- Ability to sit for long periods of time to complete computer work and function in an office environment.
- Ability to work safely in a variety of outdoor conditions, including rugged and/or slippery terrain, active stream channels, construction sites, inclement weather and exposure to insects/ wildlife. Ability to lift and carry material up to 50 pounds, walk up to a mile at a time and navigate via GPS, maps and aerial photos.
- Must have a valid driver's license, proof of valid automobile insurance, and have access to a personal vehicle appropriate to access field locations located near maintained roads.
- The position will require the use of a personal vehicle, with expenses for work-related travel reimbursed at the state rate (\$.70/mile for 2025).
- Knowledge of rural culture and issues pertaining to northeastern Oregon.
- Applicants selected for the position will be required to authorize and pass a full-fingerprint background check prior to employment.

### **Civil Rights**

This employee will perform and interact with others in accordance with all applicable state and federal laws for equal employment and other requirements of civil rights statutes.